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SUGGESTION AWARDS PROGRAM

Good Ideas Are Big Business

Since the present Law went into effect in November 1954, employees of the government have submitted one million suggestions of which over one-quarter million have been adopted.

In this ^{43 -}forty-three-month period, 430 million ~~dollars~~ in measurable benefits have been realized, and 27 million ~~dollars~~ have been paid out in cash awards. Obviously good ideas are big business.

17 *show* Our own record shows a ^{tremendous} gain over previous years. During ^{fiscal year} 1958 ^{Organization} \$17,855 ~~dollars~~ were paid to 84 employees. This sum of money represents tangible savings of \$187,930 ~~dollars~~ plus other intangible benefits. The net ^(from suggestions in the first year of their adoption were) first-year dollar benefits ^{Also} more than tripled those of the previous year. ^{Further}, more than three times the award payments (in dollars) were ^{made over} the amounts paid in ^{fiscal year} 1957. ^{Easier to see in employee perspective} Additionally, 16 employees received Letters of Appreciation, copies of which were put into their Official Personnel Folders.

The adoption rate, also an improvement over ^{fiscal year} 1957, is due to the higher caliber of suggestions submitted. The significant ~~and~~ award-winning ideas of this past year have attacked substantive and operational problem areas.

Your Committee adopted ^{as} ~~for~~ its theme for this fiscal year: ^{as} "Supervisory Interest and Encouragement." To achieve this, the message is being carried to as many staff meetings as possible. ~~The~~

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~~Chairman has explained again and again at such meetings, the tremendous advantages to be derived from obtaining "the interest and active participation in good job performance on the part of any employee group".~~

no 9 The ~~your~~ Committee has also instituted ~~the~~ ^a new procedure for rewarding the supervisor whose unit submits the most worthwhile suggestions. ~~This is accomplished by~~ ^{He receives} a personal commendation signed by his Deputy Director, ~~which will be delivered to him by his supervisor,~~ ^{is} and a copy ^{is} put into his Official Personnel Folder.

The Committee urges you to remember that your supervisor can help you develop your idea. Think it through. Talk it over. SEND IT IN ~~the~~ through your supervisor; ~~the~~ he can help make your idea bigger and better.

As a final word, we quote the President of the United States who, in a recent discussion of the Incentive Awards Program, ^{said} ~~stated~~:

"Never has there been a more vital need for new ideas and superior performance in all fields of endeavor."